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Title 142 - NEBRASKA EQUAL OPPORTUNITY COMMISSION
ACT PROHIBITING UNJUST DISCRIMINATION
IN EMPLOYMENT BECAUSE OF AGE

Chapter 1 - DEFINITIONS

001 As used herein, the term "Act" shall mean the Nebraska Act Prohibiting Unjust Discrimination in Employment Because of Age.

002 "Person" shall include one or more individuals, partnerships, associations, labor organization, corporations, business trusts, legal representatives, or any organized group of persons.

003 "Employer" shall mean a person having in her or his employ twenty-five (25) or more individuals, and any person acting for or in the interest of an employer, directly or indirectly, but such term does not include (a) the United States, (b) a corporation wholly owned by the government of the United States or (c) any person or political entity acting with respect to any peace officer or firefighter.

004 "Labor Organization" shall mean any organization of employees which exists for the purpose, in whole or in part, of collective bargaining or of dealing with employers concerning grievances, terms, or conditions of employment, or for other mutual aid or protection in connection with employment.

005 "Employee" shall mean an individual employed by an employer.

006 "Discriminatory Employment Age Practice" shall mean an act that is unlawful under sections 48-1003(1) and 48-1004.

007 "Commission" shall mean the Nebraska Equal Opportunity Commission.

008 The term "Complaint" shall mean a written statement under oath, filed with the Commission by a complainant, setting forth the time, place, and facts of the discriminatory employment age practice alleged to have been committed.

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009 "Respondent" shall mean a person against whom a complaint has been filed.

010 "Complainant" shall mean any person filing a complaint.

011 The term "Party" or "Parties" shall mean either the complainant or the respondent, or both.

012 The term "Executive Director" shall mean an employee of the Commission, selected by, and serving at the will of the Commission as Executive Director, who shall have such duties, powers and authority as may be conferred upon her or him by the Commission, subject to the provisions of the Act.

013 The term "Chairman" shall mean the Chairperson of the Nebraska Equal Opportunity Commission; and the term "Commissioner" shall mean any member, including the Chairman, of the Nebraska Equal Opportunity Commission. The Chairman or a majority of the Commission may designate any member of the Commission to serve, in the absence of the Chairman, as Acting Chairman; and in the absence of the Chairman, the Acting Chairman shall have all the duties, powers and authority conferred upon the Chairman by the Act and by these Rules and Regulations.